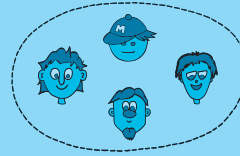


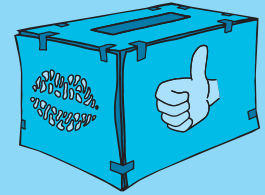
**preface viii**  
Better Management for Everyone



**introduction 1**  
What Is Management 3.0?

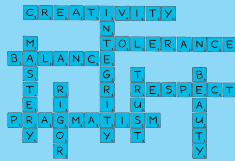
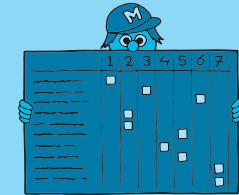


**1. kudo box and kudo cards 23**  
Motivate People with Better Rewards



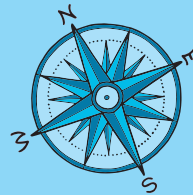
**2. personal maps 39**  
Improve Communication and Understanding

**3. delegation boards and  
delegation poker 59**  
Empower Workers with Clear Boundaries



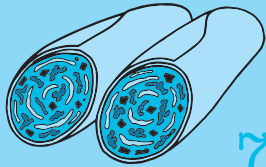
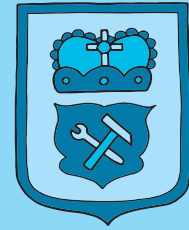
**4. value stories and culture books 77**  
Define the Culture by Sharing Stories

**5. exploration days and internal crowdfunding 93**  
Make Time for Exploration and Self-Education



## 6. business guilds and corporate huddles 109

Share Knowledge, Tools, and Practices

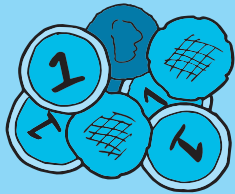
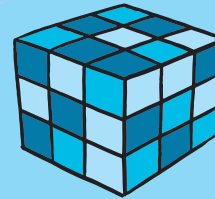


## 7. feedback wraps and unlimited vacation 123

Learn How to Offer Constructive Feedback

## 8. metrics ecosystem and scoreboard index 147

Measure Performance the Right Way



## 9. merit money 171

Pay People According to Their Merits

## 10. moving motivators 193

Discover Real Engagement of Workers

## 11. happiness

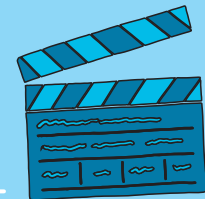
door 217

Aim for a Happier Organization

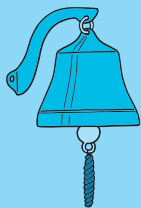


## conclusion 251

Never Stop Experimenting



notes 264



## 12. yay! questions and celebration grids 235

Learn from Successes and Failures

index 274